Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE Case Date Filed 29-CA-235761 2/11/2019

* * * * * * * * * * * * * * * * * * *	EMPLOYER AGAINST WHOM CHARGE IS BROU	JGHT
a. Name of Employer Target		b. Tel. No. (347)532-9942 c. Cell No.
d. Address (street, city, state ZIP code) 4024 College Point, Queens, NY 11355	e. Employer Representative Paulina Imu Human Resources Manager	f. Fax No.
11000	, aman ressarsse manager	h. Dispute Location (City and State) Queens, NY
i. Type of Establishment (factory, nursing home, hotel)	j. Principal Product or Service	k. Number of workers at dispute location
Retail Store	Retail Goods	100
National Labor Relations Act, and these unfair lab practices are unfair practices affecting commerce 2. Basis of the Charge (set forth a clear and concidence on or about (b) (6), (b) (7)(C) 2019, the terminated (b) (6), (b) (7)(C) in retallation for	d is engaging in unfair labor practices within the me- or practices are practices affecting commerce within within the meaning of the Act and the Postal Reorg is e statement of the facts constituting the alleged un the above-named Employer by its officers protected concerted activity in violation	n the meaning of the Act, or these unfair labor anization Act. Ifair labor practices) , agents, and representatives, on of section 8(a)(1) of the Act.
3. Full name of party filing charge (if labor organiz	ation, give full name, including local name and num	ber)
4a. Address (street and number, city, state, and Z (b) (6), (b) (7)(C)	IP code)	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No.
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)
Full name of national or international labor organization)	nization of which it is an affiliate or constituent unit	(to be filled in when charge is filed by a labor
DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No.
В		
B (signature of representative or person making or		Fax No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



REGION 29 Two Metro Tech Center Suite 5100 Brooklyn, NY 11201-3838

Agency Website: www.nlrb.gov Telephone: (718)330-7713 Fax: (718)330-7579

Download NLRB Mobile App

February 12, 2019

Paulina Imu, Human Resources Manager Target 4024 College Point Queens, NY 11355

Re: Target

Case 29-CA-235761

Dear Ms. Imu:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney ERIN SCHAEFER whose telephone number is (718)765-6158. If this Board agent is not available, you may contact Supervisory Field Examiner KATE ANDERSON whose telephone number is (718)765-6181.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Procedures:</u> We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

KATHY DREW-KING Regional Director

Enclosures:

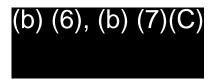
- 1. Copy of Charge
- 2. Commerce Questionnaire



Download

REGION 29 Two Metro Tech Center Suite 5100 Brooklyn, NY 11201-3838

Agency Website: www.nlrb.gov Telephone: (718)330-7713 Fax: (718)330-7579 Download NLRB Mobile App



February 12, 2019

Re: Target

Case 29-CA-235761

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on February 11, 2019 has been docketed as case number 29-CA-235761. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney ERIN SCHAEFER whose telephone number is (718)765-6158. If this Board agent is not available, you may contact Supervisory Field Examiner KATE ANDERSON whose telephone number is (718)765-6181.

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Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to

take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

KATHY DREW-KING Regional Director INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
05-CA-235774	2/11/19	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which th	e alleged unfair labor practice occurred or is occurr GAINST WHOM CHARGE IS BROUGHT	ing.
a. Name of Employer	GAINST WHOM CHARGE IS BROUGHT	b. Tel. No. 410-955-5000
The Johns Hopkins Hospital		410-933-3000
		c. Cell No.
d Address (Obside the date and 7/0 and a	a Employer Depresentative	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1800 Orleans St.	e. Employer Representative Kevin W. Sowers, President	g. e-Mail
Baltimore, MD 21287	*************************************	
		h. Number of workers employed 10,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute Care Hospital	j. Identify principal product or service Healthcare	
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and (list
subsections) (3)	of the National Lat	oor Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization A		nfair practices affecting commerce
2. Basis of the Charge (set forth a clear and concise statement	of the facts constituting the alleged unfair labor p	ractices)
See Attachment A		
8		
*		
3. Full some of party filing sharps /// Jahor accomination, ship full sharps	and including land arms and washed	
 Full name of party filing charge (if labor organization, give full 	name, including local name and number)	
National Nurses Organizing Committee/National Nu	urses United (NNOC/NNU)	I
4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. 510-273-2200		^{4b. Tel. No.} 510-273-2200
155 Grand Avenue Oakland, CA 94612		4c. Cell No.
		^{4d. Fax No.} 510-663-4822
		4e. e-Mail
E Cultural and and an internal		In when aborne is filed by a labor
 Full name of national or international labor organization of whorganization) AFL-CIO 	nich it is an amiliate or constituent unit (to be filled	In when charge is liled by a labor
6. DECLARATION declare that I have read the above charge and that the statements	are true to the best of my knowledge and belief.	Tel. No. 510-273-2294
By Mild	Nicole Daro, Legal Counsel	Office, if any, Cell No.
	Print/type name and title or office, if any)	Fax No. 510-663-4822
155 Grand Avenue, Oakland, CA 94612	02/11/2019	e-Mail ndaro@calnurses.org
Address_	(date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Attachment A

Charge Against Employer The Johns Hopkins Hospital

By National Nurses Organizing Committee/National Nurses United (NNOC/NNU)

2. Basis of the Charge:

Within the past six months, the above-named employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced its employees in the exercise of the rights guaranteed in Section 7 of the Act by, inter alia:

- Retaliating against (b) (6), (b) (7)(C) because of protected activities and in order to discourage employees from engaging in protected activities
- Retaliating against (b) (6), (b) (7)(C) because of protected activities and in order to discourage employees from engaging in protected activities
- Denying off-duty access to non-patient care areas of the hospital

By these and other Acts, the Employer, by its officers, agents and other representatives, has interfered with, restrained, and coerced its employees in the exercise of the rights guaranteed in Section 7 of the Act.



REGION 5 BANK OF AMERICA CENTER, TOWER II 100 S. CHARLES STREET, STE 600 BALTIMORE, MD 21201

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198 Download NLRB Mobile App

February 13, 2019

Mr. Kevin W. Sowers, President The Johns Hopkins Hospital 1800 Orleans St. Baltimore, MD 21287-0010

Re: The Johns Hopkins Hospital

Case 05-CA-235774

Dear Mr. Sowers:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Examiner David J. MacIntyre whose telephone number is (410) 962-2274. If David J. MacIntyre is not available, you may contact Supervisory Field Examiner David A. Colangelo whose telephone number is (410) 962-0180.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

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<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

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In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

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Very truly yours,

Nancy Wilson

Acting Regional Director

nangWisa

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire



BANK OF AMERICA CENTER, TOWER II

100 S. CHARLES STREET, STE 600

Agency Website: www.nlrb.gov Telephone: (410)962-2822 Fax: (410)962-2198

Download NLRB Mobile App

February 13, 2019

Nicole Daro, Esq.
National Nurses Organizing Commitee-Missouri/National Nurses United (NNOC-MO/NNU)
155 Grand Ave., 2nd Fl.
Oakland, CA 94612-3758

BALTIMORE, MD 21201

REGION 5

Re: The Johns Hopkins Hospital

Case 05-CA-235774

Dear Ms. Daro:

The charge that you filed in this case on February 11, 2019 has been docketed as case number 05-CA-235774. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Examiner David J. MacIntyre whose telephone number is (410) 962-2274. If David J. MacIntyre is not available, you may contact Supervisory Field Examiner David A. Colangelo whose telephone number is (410) 962-0180.

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Very truly yours,

Nancy Wilson

Acting Regional Director

nangWisa

Enclosure: Copy of Charge

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

INSTRUCTIONS:

DO NOT WRITE	IN THIS SPACE	
Case	Case Date Filed	
02-CA-235756	2-11-19	

	EINIPLUTER AGAINST WHOM CHARGE IS BRUC	IGHT	
a. Name of Employer	a. Name of Employer		
Macy's		(212)494-7171	
as each than € 1 as i.		c. Cell No.	
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.	
Herald Square, West 34th Street,	Carla Lewis		
New York, NY 10001	Odna Lewis	g. e-Mail	
New York, INT 10001		g. e-iviali	
		h. Dispute Location (City and State)	
	1.5	New York, NY	
i. Type of Establishment (factory, nursing home,	j. Principal Product or Service	k. Number of workers at dispute location	
hotel)	2	\$ 100 miles	
department store	retail	100	
94 00000000 <u>117-240 00 00 00 00 00 00 00 00 00 00 00 00 0</u>	1		
	d is engaging in unfair labor practices within the me		
	ces are practices affecting commerce within the mea		
are unfair practices affecting commerce within the	meaning of the Act and the Postal Reorganization	Act.	
	ise statement of the facts constituting the alleged un		
For the past six months and continuin	g to date, the above named Employer, by	its agents and representatives, has	
discriminated against (b) (6), (b) (7)(0	by harassing (10.00 because of (10.00 activ	ities as (b) (6), (b) (7)(C) on behalf of	
Local 1S, the Union herein, and in ord	er to discourage union activities or memb	pership.	
	go		
3. Full name of party filing charge (if Jahor organiz	ation, give full name, including local name and num	hed	
	ation, give fall hame, including local hame and ham	uer)	
(b) (6), (b) (7)(C) 4a. Address (street and number, city, state, and Z	ID ando)	4b. Tel. No.	
	iP code)	<u> </u>	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail	
		(b) (6), (b) (7)(C)	
5. Full name of national or international labor orga	inization of which it is an affiliate or constituent unit	to be filled in when charge is filed by a labor	
organization)			
6. DECLARATION		Tel. No.	
	and that the statements are true to the best of	1.7.7.7.7.7.	
		(b) (6), (b) (7)(C)	
(h) (6) (h) (7		Office, if any, Cell No.	
(D)(D),(D)(T)	(b) (6) (b) (7)(0)		
By:	/ (b) (b), (b) (1)(C)	F- 10-	
(b) (6), (b) (7)(C) (signatur (signatur (b) (6), (b) (7)(C)		Fax No.	
Address: (b) (6), (b) $(7)(C)$	Date: 2/11/19	e-Mail	
(b) (b). (b) (7)(C).		(b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

[b] (6), (b) (7)(C)



REGION 2 26 Federal Plz Ste 3614 New York, NY 10278-3699 Agency Website: www.nlrb.gov Telephone: (212)264-0300 Fax: (212)264-2450 Download NLRB Mobile App

February 12, 2019

MACYS Attn: Carla Lewis Herald Square 151 West 34th Street New York, NY 10001-2101

Re: Macy's

Case No. 02-CA-235756

Dear Lewis:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Examiner PAULA GOMEZ whose telephone number is (212)776-8614. If this Board agent is not available, you may contact Supervisory Attorney SUZANNE SULLIVAN whose telephone number is (212)776-8646.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

Case 02-CA-235756

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

February 12, 2019

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Procedures:</u> We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

JOHN J. WALSH, JR. Regional Director

Enclosures:

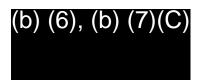
- 1. Copy of Charge
- 2. Commerce Questionnaire



Agency Website: www.nlrb.gov Telephone: (212)264-0300 Fax: (212)264-2450

Download NLRB Mobile App

February 12, 2019



REGION 2

26 Federal Plz Ste 3614

New York, NY 10278-3699

Re: Macy's

Case No. 02-CA-235756

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on February 11, 2019 has been docketed as case number 02-CA-235756. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Examiner PAULA GOMEZ whose telephone number is (212)776-8614. If this Board agent is not available, you may contact Supervisory Attorney SUZANNE SULLIVAN whose telephone number is (212)776-8646.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to

Case 02-CA-235756

take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Procedures:</u> We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

JOHN J. WALSH, JR. Regional Director

If. Mally.

INTERNET FORM NLRB-501

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
Date Filed
February 13, 2019

INSTRUCTIONS:

R. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See additional page 3. Full name of party filing charge (if labor organization, give full name, including local name and number) See additional page Title: CWA Local 7050 Executive Vice President Communication Workers of America Local 7050 4b. Tel. No. (480) 938-5328 4c. Cell No. 4c. Cell No. 4d. Fax No. 4e. e-Mail sirsterling@q.com 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (lo be filled in when charge is filed by a labor organization) Title: (Printhype name and title or office, if any) Fax No. e-Mail 1975 E 37th Ave Phasis of the Cata of the Act and the shaded in the statements are true to the best of my knowledge and belief. Fax No. e-Mail	File an original with NLRB Regional Director for the region in which the		ng.
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4a. Address (Street and number, city, state, and ZIP code) 3117 N 16TH ST SUITE 100 AZ Phoenix 85016 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Communication Workers of America Local 7050 I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Schawn P Smith Schawn Smith Title: (Print/type name and title or office, if any) Fax No. e-Mail	THE STATE OF THE S	Local 7050 Executive Vice President	
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AZ Phoenix 85016	4a. Address (Street and number, city, state, and ZIP code)		
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By Schawn P Smith (signature of representative or person making charge) Title: (Print/type name and title or office, if any) Fax No. e-Mail	I declare that I have read the above charge and that the statements	are true to the best of my knowledge and belief.	(480) 938-5328
(signature of representative or person making charge) (Print/type name and title or office, if any) Fax No. e-Mail	0.1	Schawn Smith	Office, if any, Cell No.
1975 E 37th Ave 02/13/2019 16:43:40 e-Mail	By Schawn P Smith Title:	F (F (F (F (F (F (F (F	10 STets:
1975 E 37th Ave 02/13/2019 16:43:40	(signature of representative or person making charge)	Print/type name and title or office, if any)	Fax No.
1975 E 37th Ave 02/13/2019 16:43:40			
	1975 F 37th Ave		e-Mail
	Address Apache Junction AZ 85119-	and the decision of the control of t	sirsterling@q.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.



REGION 28 2600 North Central Avenue Suite 1400 Phoenix, AZ 85004





February 14, 2019

Mike McNeal, Supervisor AT&T 1231 East University Drive, Building 1 Mesa, AZ 85201

Re: AT&T

Case 28-CA-235989

Dear Mr. McNeal:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney LISA J. DUNN whose telephone number is (602)416-4763. If this Board agent is not available, you may contact Supervisory Field Attorney CHRISTOPHER J. DOYLE whose telephone number is (602)416-4762.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, **www.nlrb.gov**, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Procedures:</u> We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Cornele A. Overstreet Regional Director

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Enclosures:

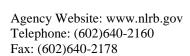
- 1. Copy of Charge
- 2. Commerce Questionnaire

cc: Ronald F. Labedz
AT&T Services, Inc.
225 West Randolph Street, 25th Floor
Chicago, IL 60606

CAO/LJD/dmm



REGION 28 2600 North Central Avenue Suite 1400 Phoenix, AZ 85004





February 14, 2019

Schawn P. Smith, Executive Vice President Communication Workers of America Local 7050 3117 North 16th Street, Suite 100 Phoenix, AZ 85016

Re: AT&T

Case 28-CA-235989

Dear Mr. Smith:

The charge that you filed in this case on February 13, 2019 has been docketed as case number 28-CA-235989. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney LISA J. DUNN whose telephone number is (602)416-4763. If this Board agent is not available, you may contact Supervisory Field Attorney CHRISTOPHER J. DOYLE whose telephone number is (602)416-4762.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Cornele A. Overstreet Regional Director

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Enclosure

CAO/LJD/dmm

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
07-CA-235922	2/13/19	

INSTRUCTIONS:

	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer FCA US LLC		b. Tel. No. (313) 956-7414
		c. Cell No.
		f. Fax. No.
d. Address. (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
Jefferson North Assembly Plant 2101 Conner	Mr. Larue, Plant Manager	
Detroit, MI 48215		h. Number of workers employed About 3,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	etc.) j. Identify principal product or service Automobile manufacturer	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections) (3)	of the National Labo	or Relations Act, and thest unfair labor
practices are practices affecting commerce within the me- the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices affecting	g commerce within the meaning of
Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor r	practices)
On or about (b) (6), (b) (7)(C) 2019, my Employer has effort to enforce the anti-discrimination/harassment speak to my Alternate Union Steward. 3. Full name of party filing charge (if labor organization, g (b) (6), (b) (7)(C)	t provision of the collective bargaining agreemen	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
(b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
declare that I have read the abo	ARATION ve charge and that the statements	Tel. No.
(b) (6), (b) (7)(c) are true to the best of my knowledge and belief. (b) (6), (b) (7)(c) An Individual		Office, if any, Cell No. Same as above
(b) (6), (b) (7) agriculte of representative of person making charge)	(Print/type name and title or office, if any)	Fax No.
Address Same as above	Date 2-13-19	e-mail Same as above

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090 Download NLRB Mobile App

February 14, 2019

FCA US LLC 2101 Conner Street Detroit, MI 48215-2768

Re: FCA US, LLC

Case 07-CA-235922

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney Colleen J. Carol whose telephone number is (616)930-9161. The mailing address is 110 Michigan St NW Ste 299, Grand Rapids, MI 49503-2313. If this Board agent is not available, you may contact Supervisory Field Attorney Andrew M. MacEachern whose telephone number is (313)335-8032.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Terry Morgan Regional Director

Levy) Morgan

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

cc: Darlene Haas Awada, Esq. FCA US LLC 1000 Chrysler Dr. CIMS 485-07-92 Auburn Hills, MI 48326-2766

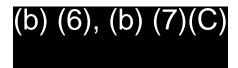


Patrick V. McNamara Federal Building

477 Michigan Avenue, Room 300

Agency Website: www.nlrb.gov Telephone: (313)226-3200 Fax: (313)226-2090 Download NLRB Mobile App

February 14, 2019



REGION 7

Detroit, MI 48226

Re: FCA US, LLC

Case 07-CA-235922

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on February 13, 2019 has been docketed as case number 07-CA-235922. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney Colleen J. Carol whose telephone number is (616)930-9161. The mailing address is 110 Michigan St NW Ste 299, Grand Rapids, MI 49503-2313. If this Board agent is not available, you may contact Supervisory Field Attorney ANDREW M. MACEACHERN whose telephone number is (313)335-8032.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Procedures:</u> We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

TERRY MORGAN Regional Director

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